

Larchwood Care Homes (North) Limited

Difference in hourly rate of pay - mean	-6.5%
Difference in hourly rate of pay - median	1.0%
Difference in bonus pay - mean	-93.3%
Difference in bonus pay - median	0.0%
Percentage of Males who received bonus pay	23.8%
Percentage of Females who received bonus pay	20.1%

Employees by pay quartile

	Quartile	Females	Males
	<i>Upper: 75-100% of full-pay relevant employees</i>	88.7%	11.3%
	<i>Upper middle: 50-75% of full-pay relevant employees</i>	82.4%	17.6%
	<i>Lower middle: 25-50% of full-pay relevant employees</i>	87.8%	12.2%
	<i>Lower: 0-25% of full-pay relevant employees</i>	86.0%	14.0%
	<i>Overall gender split of full-pay relevant employees (not reportable)</i>	86.2%	13.8%